

Exhibit "A"
Wage Schedule for AFSCME Employees

Percent Increase	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024
	2.50%	2.25%	2.25%	2.25%	2.25%

Water Distribution, Sanitary Sewer, Gas Distribution, and Streets Divisions

Lead Operator		23.38	23.89	24.41	24.92	25.43
Operator	Year 2	22.39	22.88	23.37	23.86	24.35
Operator	Year 1	21.32	21.79	22.26	22.72	23.19
Operator	At Hire	20.31	20.75	21.20	21.64	22.09

Parks and Recreation Department

Operator	Year 2	22.39	22.88	23.37	23.86	24.35
Operator	Year 1	21.32	21.79	22.26	22.72	21.27
Operator	At Hire	20.31	20.75	21.20	21.64	22.09

Electric Plant Division

Operator	Year 2	24.62	25.16	25.70	26.24	26.78
Operator	Year 1	23.44	23.96	24.47	24.99	25.50
Operator	At Hire	22.99	23.50	24.00	24.50	25.01

Electric Distribution Division

Lead Operator		25.73	26.29	26.86	27.42	27.99
Operator	Year 2	24.62	25.16	25.70	26.24	26.78
Operator	Year 1	23.44	23.96	24.47	24.99	25.50
Operator	At Hire	22.99	23.50	24.00	24.50	25.01

Public Works Department Mechanic

Mechanic	Year 2	23.38	23.89	24.41	24.92	25.43
Mechanic	Year 1	22.39	22.88	23.37	23.86	24.35
Mechanic	At Hire	21.32	21.79	22.26	22.72	23.19

Administration Department

Admin Asst/Clerk	Year 2	18.99	19.41	19.83	20.24	20.66
Admin Asst/Clerk	Year 1	18.29	18.69	19.09	19.49	19.89
Admin Asst/Clerk	At Hire	17.23	17.61	17.99	18.36	18.74

In addition, all employees who hold the necessary certificate or license in Electric Distribution, Water Distribution, Gas Distribution and Sanitary Sewage Treatment shall receive an additional \$.40 per hour in addition to their assigned pay rate reflected above. Additional compensation for more than one of these certifications per person will be at the sole discretion of the Employer.

January 7, 2021

Amber Moats
AFSCME Council 61, Local 3590

Re: Utility Laborer/Meter Reader Position and Electric Lineman, Journeyman Required

The City of Bloomfield, Iowa and AFSCME Local 3590 hereby agree to amend the existing Electric Lead Salary Scale to the following:

Electric Plant and Electric Distribution Lead (1 position):

	1/23/2021	7/1/2021	7/1/2022	7/1/2023	7/1/2024
		2.25%	2.25%	2.25%	2.25%
	\$30.00	\$30.68	\$31.37	\$32.08	\$32.80

The City of Bloomfield, Iowa and AFSCME Local 3590 also hereby agree to amend the existing Employment Agreement by creating a Utility Laborer/Meter Reader Position. During the regularly scheduled City Council Meeting held December 17, 2020, the Bloomfield City Council agreed and approved to assign hourly wages in conjunction with the Water Distribution, Sanitary Sewer, Gas Distribution and Streets Division Departments. It is as follows:


	1/23/2021	7/1/2021	7/1/2022	7/1/2023	7/1/2024
		2.25%	2.25%	2.25%	2.25%
Year 2:	\$22.39	\$22.88	\$23.37	\$23.86	\$24.35
Year 1:	\$21.32	\$21.79	\$22.26	\$22.72	\$23.19
At Hire:	\$20.31	\$20.75	\$21.20	\$21.64	\$22.09

Signed on behalf of:

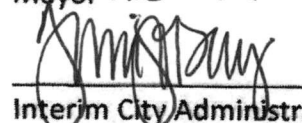
ASFCME District 61, Local 3590

City of Bloomfield, Iowa


AFSCME Council 61 1-7-2021
Date


Mayor Pro Tem Date


Local 3590 President 1-7-21
Date


Interim City Administrator 1-7-2021
Date